

Representative Eric K. Hutchings proposes the following substitute bill:

TEACHER SALARY SUPPLEMENT REVISIONS

2018 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Val K. Potter

Senate Sponsor: Howard A. Stephenson

Cosponsors: Kay J. Christofferson Jefferson Moss
Patrice M. Arent Steve Eliason

LONG TITLE

General Description:

This bill amends provisions of the Teacher Salary Supplement Program.

Highlighted Provisions:

This bill:

- defines terms;
- provides a salary supplement for a teacher who has a degree in special education and is assigned to teach special education;
- increases the initial base salary supplement to \$5,000;
- amends other provisions related to an individual's eligibility for a teacher salary supplement; and
- makes technical and conforming changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

This bill provides a special effective date.



Utah Code Sections Affected:

AMENDS:

53F-2-504, as renumbered and amended by Laws of Utah 2018, Chapter 2

*Be it enacted by the Legislature of the state of Utah:*Section 1. Section **53F-2-504** is amended to read:**53F-2-504. Teacher Salary Supplement Program -- Appeal process.**

(1) As used in this section:

(a) "Board" means the State Board of Education.

(b) "Certificate teacher" means a teacher who holds a National Board certification.

(c) "Eligible teacher" means a teacher who:

(i) has an assignment to teach:

(A) a secondary school level mathematics course;

(B) integrated science in grade [~~seven or eight~~] 7 or 8;

(C) chemistry;

(D) physics; [~~or~~](E) computer science; or(F) special education;

(ii) holds the appropriate endorsement for the assigned course;

(iii) has qualifying educational background; and

(iv) (A) is a new employee; or

(B) received a satisfactory rating or above on the teacher's most recent evaluation.

(d) "Endorsement" means a stipulation, authorized by the board and appended to a license, that specifies an area of practice to which the license applies.(e) "Field of computer science" means:(i) computer science; or(ii) computer information technology.(f) "Field of science" means:(i) integrated science;(ii) chemistry;(iii) physics;

(iv) physical science; or

(v) general science.

(g) "License" means the same as that term is defined in Section 53E-6-102.

~~[(d)]~~ (h) "National Board certification" means the same as that term is defined in Section 53E-6-102.

~~[(e)]~~ (i) "Qualifying educational background" means:

(i) for a teacher who is assigned a secondary school level mathematics course:

(A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; ~~[or]~~

(B) a bachelor's degree major, master's degree, or doctoral degree that has course requirements that are substantially equivalent to the course requirements for a bachelor's degree major, master's degree, or doctoral degree in mathematics; or

(C) a license with a mathematics level four endorsement, as established by the board;

(ii) for a teacher who is assigned a grade ~~[seven or eight]~~ 7 or 8 integrated science course, chemistry course, or physics course~~[:]~~:

(A) a bachelor's degree major, master's degree, or doctoral degree in~~[:]~~ a field of science;

~~[(A) integrated science;]~~

~~[(B) chemistry;]~~

~~[(C) physics;]~~

~~[(D) physical science;]~~

~~[(E) general science; or]~~

~~[(F)]~~ (B) a bachelor's degree major, master's degree, or doctoral degree that has course requirements that are substantially equivalent to the course requirements of those required for a degree ~~[listed in Subsections (1)(e)(ii)(A) through (E);]~~ described in Subsection (1)(i)(ii)(A); or

(C) a license with a chemistry, physics, or physical science endorsement, as established by the board;

(iii) for a teacher who is assigned a computer science course~~[:]~~:

(A) a bachelor's degree major, master's degree, or doctoral degree in~~[:]~~ a field of computer science;

~~[(A) computer science;]~~

~~[(B) computer information technology; or]~~

87 ~~[(E)]~~ (B) a bachelor's degree major, master's degree, or doctoral degree that has course
88 requirements that are substantially equivalent to the course requirements of those required for a
89 degree ~~[listed in Subsections (1)(c)(iii)(A) and (B).]~~ described in Subsection (1)(i)(iii)(A); or

90 (C) a license with a computer science level two endorsement, as established by the
91 board; or

92 (iv) for a teacher who is assigned to teach special education, a bachelor's degree major,
93 master's degree, or doctoral degree in special education.

94 ~~[(F)]~~ (j) "Title I school" means a school that receives funds under the Elementary and
95 Secondary Education Act of 1965, Title I, 20 U.S.C. Sec. 6301 et seq.

96 ~~[(g)]~~ (k) "Title I school certificate teacher" means a certificate teacher who is assigned
97 to teach at a Title I school.

98 (2) (a) Subject to future budget constraints, the Legislature shall:

99 (i) annually appropriate money to the Teacher Salary Supplement Program[:] to
100 maintain annual salary supplements provided in previous years; and

101 (ii) provide salary supplements to new recipients.

102 (b) Money appropriated for the Teacher Salary Supplement Program shall include
103 money for the following employer-paid benefits:

104 (i) retirement;

105 (ii) workers' compensation;

106 (iii) Social Security; and

107 (iv) Medicare.

108 (3) (a) (i) The annual salary supplement for an eligible teacher who is assigned full
109 time to teach one or more courses listed in Subsections (1)(c)(i)(A) through ~~[(F)]~~ (F) is
110 ~~[\$4,100]~~ \$5,000 and funded through an appropriation described in Subsection (2).

111 (ii) An eligible teacher who has a part-time assignment to teach one or more courses
112 listed in Subsections (1)(c)(i)(A) through ~~[(F)]~~ (F) shall receive a partial salary supplement
113 based on the number of hours worked in ~~[a]~~ the course assignment ~~[that meets the requirements~~
114 ~~of Subsections (1)(c)(ii) and (iii)].~~

115 (b) The annual salary supplement for a certificate teacher is \$750.

116 (c) (i) The annual salary supplement for a Title I school certificate teacher is \$1,500.

117 (ii) A certificate teacher who qualifies for a salary supplement under Subsections (3)(b)

and (c) may only receive the salary supplement that is greater in value.

(4) The board shall:

(a) create an online application system for a teacher to apply to receive a salary supplement through the Teacher Salary Supplement Program;

(b) determine if a teacher:

(i) (A) is an eligible teacher; and

(B) has a course assignment as listed in Subsections (1)(c)(i)(A) through ~~[(E)]~~ (F);

(ii) is a certificate teacher; or

(iii) is a Title I school certificate teacher;

(c) verify, as needed, the determinations made under Subsection (4)(b) with school district and school administrators; and

(d) certify a list of eligible teachers, certificate teachers, and Title I school certificate teachers.

(5) (a) An eligible teacher, a certificate teacher, or a Title I school certificate teacher shall apply with the board before the conclusion of a school year to receive the salary supplement authorized in this section.

(b) An eligible teacher, a certificate teacher, or a Title I school certificate teacher may apply with the board, after verification that the requirements under this section have been satisfied, to receive a salary supplement after the completion of:

(i) the school year as an annual award; or

(ii) a semester or trimester as a partial award based on the portion of the school year that has been completed.

(6) (a) The board shall establish and administer an appeal process for a teacher to follow if the teacher applies for ~~[the]~~ a salary supplement and ~~[is not certified under Subsection (4)]~~ does not receive a salary supplement under Subsection (8).

(b) (i) The appeal process established in Subsection (6)(a) shall allow a teacher to appeal eligibility as an eligible teacher on the basis that the teacher has a degree or degree major with course requirements that are substantially equivalent to the course requirements for a degree ~~[listed]~~ described in:

(A) Subsection (1)~~[(c)]~~(i)(i)(A);

~~[(B) Subsections (1)(c)(ii)(A) through (E); or]~~

149 ~~[(C) Subsections (1)(e)(iii)(A) and (B).]~~

150 (B) Subsection (1)(i)(ii)(A);

151 (C) Subsection (1)(i)(iii)(A); or

152 (D) Subsection (1)(i)(iv).

153 (ii) A teacher shall provide transcripts and other documentation to the board in order
154 for the board to determine if the teacher has a degree or degree major with course requirements
155 that are substantially equivalent to the course requirements for a degree listed in:

156 (A) Subsection (1)~~[(e)]~~(i)(i)(A);

157 ~~[(B) Subsections (1)(e)(ii)(A) through (E); or]~~

158 ~~[(C) Subsections (1)(e)(iii)(A) and (B).]~~

159 (B) Subsection (1)(i)(ii)(A);

160 (C) Subsection (1)(i)(iii)(A); or

161 (D) Subsection (1)(i)(iv).

162 (c) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to
163 appeal eligibility as a certificate teacher on the basis that the teacher holds a current certificate.

164 (ii) A teacher shall provide to the board a certificate or other related documentation in
165 order for the board to determine if the teacher holds a current certificate.

166 (d) (i) The appeal process established under Subsection (6)(a) shall allow a teacher to
167 appeal eligibility as a Title I school certificate teacher on the basis that the teacher:

168 (A) holds a current certificate; and

169 (B) is assigned to teach at a Title I school.

170 (ii) A teacher shall provide to the board:

171 (A) information described in Subsection (6)(c)(ii); and

172 (B) verification that the teacher is assigned to teach at a Title I school.

173 (7) (a) The board shall distribute money appropriated to the Teacher Salary
174 Supplement Program to school districts and charter schools for the Teacher Salary Supplement
175 Program in accordance with the provisions of this section.

176 (b) The board shall include the employer-paid benefits described under Subsection
177 (2)(b) in the amount of each salary supplement.

178 (c) The employer-paid benefits described under Subsection (2)(b) are an addition to the
179 salary supplement limits described under Subsection (3).

(8) (a) Money received from the Teacher Salary Supplement Program shall be used by a school district or charter school to provide a salary supplement equal to the amount specified in Subsection (3) for each eligible teacher, certificate teacher, or Title I school certificate teacher.

(b) The salary supplement is part of the teacher's base pay, subject to the teacher's qualification as an eligible teacher, a certificate teacher, or a Title I school certificate teacher every year, semester, or trimester.

(9) Notwithstanding the provisions of this section, if the appropriation for the program is insufficient to cover the costs associated with salary supplements, the board [~~may limit or reduce the salary supplements~~] shall distribute the funds in the Teacher Salary Supplement Program on a pro rata basis.

Section 2. **Effective date.**

This bill takes effect on July 1, 2018.